



The LRO Connection

SPRING NEWSLETTER

LRO SEEKS LEGISLATIVE HELP TO PROTECT PENSION AND BENEFITS - PLANS SERIES OF REGIONAL MEETINGS WITH RETIREES

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The ongoing cancellation or reduction of benefits has had a devastating impact on the lives and financial security of many. During the decades when we earned these benefits, we were promised with repeated assurances that after 20 or 30 or 40 years of service, our health, disability and death benefits would be there when needed. Few of us ever suspected - and thus never prepared for the possibility - that the courts would agree that an obscure "reservation of rights" clause, buried in the fine print of plan documents, would trump years of promises.

Our retirees are rapidly becoming a major part of a vanishing middle class because of decisions by Alcatel-Lucent that have been supported by court rulings and federal agency policies. Few options are left to protect our rights. One of these is to pursue Congress to pass laws that will better protect the rights that were earned by retirees during their working years.

The LRO has become an unwavering supporter of the National Retirees Legislative Network (NRLN). We support the NRLN because it is a vast association comprised and supported by many retiree organizations across the country. Accordingly, just by the sheer number of persons represented, they have the clout to effectively lobby Congress and be heard!

For a more detailed look at all of the NRLN lobbying objectives go to <http://www.nrln.org/>

In mid January, I attended NRLN's national conference in Washington, D.C. Presently, more than 2.2 million retirees from 87 U.S. corporations (such as Chrysler, General Motors, Delta Airlines and many phone companies) are NRLN supporters. As a

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President Andy

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During the past year, many of our members have concluded, with good reason, that they have been abandoned, abandoned not only by Alcatel -Lucent, but by our courts as we suffer the stripping away of pension and health care benefits that were committed to us.

All too often, retirees cannot replace those benefits. Many under the age of 65 who were forced into early retirement have to go without health care coverage and to make ends meet are even skipping their medications.

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(Continued from page 1) **President Andy**

part of this meeting, more than 50 NRLN members had appointments and were received by more than 100 Representatives, Senators and staff in their Washington offices to lobby for NRLN initiatives in support of retiree rights.

This past year, much attention has been focused on the healthcare bill in Congress, and I want to be very clear that the NRLN has not endorsed either the House or Senate reform bills. The NRLN's efforts are focused on supporting provisions in those bills that will help retirees, and they have strongly opposed those that will harm retirees. An example of support is for the provision in both bills that would take action to eliminate the so-called Medicare Part-D "doughnut hole." But beyond that, Congress must take action to ensure that U.S. drug prices are reasonably priced, because if that isn't accomplished, many retirees will continue to suffer with exorbitant prices even if the doughnut hole is eliminated.

The real problem is lack of competition. The NRLN is passionate about and actively lobbying for competitive bidding for prescription drugs and for the importation of safe, less expensive, prescription drugs. Too many retirees have to decide whether to spend much of their fixed income on medicines instead of buying food or paying the mortgage or rent. Retirees could be provided with immediate health care savings if Congress would act, and that is what the NRLN is lobbying for, and that is why we must give them our support.

In other areas, the NRLN is lobbying for refinements to the Pension Protection Act of 2006 that are vital to the continued protection of Plan assets. The contention is that surplus assets should be used for Cost of Living Adjustments (COLA) as required by inflation. In addition the NRLN advocates reform to place retirees' pensions and benefits on a list of obligations that companies can't shed in the event of company bankruptcy. Further, the NRLN advocates law that clarifies pension plan obligations of a foreign parent in the event its U.S. subsidiary is spun off or dissolved. All of these are vitally important to the LRO and our retirees.

So, in a nutshell, that is why your LRO Board supports the NRLN. For greater details regarding their lobbying initiatives, I again suggest going to <http://www.nrln.org/>. Click on the legislative agenda tab.

LRO Board Sets Core Goals for 2010

- ⇒ Endeavor to expand interactions with Alcatel/Lucent on matters pertaining to retiree issues.
- ⇒ Seek opportunities for encouraging AL/LU to consider Pension cost of living adjustments to offset significant reductions in medical benefits and rising rates.
- ⇒ Review AL/LU financial disclosures to ensure the soundness of the Pension Fund.
- ⇒ Monitor AL/LU filings to ensure that Healthcare and Insurance Trusts proceeds are used for the purposes intended.
- ⇒ Continue to support litigation involved with the mishandling of the Healthcare Trust Fund proceeds.
- ⇒ Engage outside resources and support litigation, when necessary, to protect and preserve the pension rights and benefits of Lucent retirees in light of AL/LU's status as a French corporation.
- ⇒ Interact and collaborate with NRLN ([WWW.NRLN.org](http://www.nrln.org/)) for items of common interest, and as documented in their Legislative Agenda, including:
 1. National healthcare coverage.
 2. Maintenance of cost payment for healthcare.
 3. Medical reform for retirees under age 65.
 4. Tax deduction of healthcare costs.
 5. Exemption of tax on Social Security income.
 6. Elimination of one-time lump sum payments as retirement incentives.
 7. Research and identify risks to pension plans when the plan sponsor is a non-US Company.



REGIONAL LRO NEWS

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LRO Board Plans Series of Regional Meetings

Last Year, the LRO hosted Regional meetings with our retirees in Denver and Chicago. These meetings were extremely well attended, and the Board heard loud and clear that you are interested in face-to-face exchanges with LRO leadership to discuss issues of critical importance. Accordingly, the Board has made plans to schedule an additional series of meetings in 2010 at selected locations across the country, locations with high concentrations of Lucent retirees.

If you are seeking to learn more about the current state of ALU healthcare programs, current funding levels of the pension plan, legal matters, and the 2010 legislative agenda supported by the LRO through the NRLN, then this is your opportunity to learn and ask your questions to the LRO leaders

Plans are being finalized for meetings at the locations listed below. As we get closer to the dates listed, you will be receiving additional information regarding the specific hosting sites and meeting start times. For more information, contact your LRO Regional Director.

Mark your calendars for the following dates and locations:

May 17th	Greensboro, North Carolina
May (date TBA)	Baltimore, Maryland
June 8 th	Northern New Jersey
June 9 th	Allentown, Pennsylvania
June 22 nd	Columbus, Ohio
June 23 rd	Indianapolis, Indiana

Meeting dates for Florida and Georgia will be announced later.

Southeast Region

Walt Ehmer-wjehmer@att.net



We have been authorized by the LRO Board to conduct informational meetings in Atlanta and Florida in 2010. The Florida site location(s) will be announced at a later date. The meetings will cover topics of interest to all of our members concerning issues such as pensions, healthcare, legal initiatives, and legislative actions. The meetings will be about two hours, and refreshments will be served. You will be informed of specific hosting sites, dates and times as plans are finalized.

I am looking for volunteers to help me find suitable sites for the meetings and to help sign-in attendees at the meetings. Please contact me at the email address above or by phone at 770-392-0935 if you are willing to assist.

I am hopeful that a large number of our retirees in the Atlanta and Florida areas will attend these meetings. This will be an opportunity for you to meet with officers of the LRO and to have your questions answered as well as to express your opinions on future directions of our retiree organization.

Please feel free to invite non-member Lucent retiree friends. We need all of our retirees to join us in our efforts to protect our pensions and healthcare benefits.

New England Region

Paul Bayliss - ipbayliss@comcast.net



About 40 to 100 New England area retirees gather regularly for events arranged by Rodney Flynn, a Merrimac Valley Works retiree. These events include Spring, Fall and Holiday luncheons and an outing to a Lowell Spinners baseball game. The Spinners are an "A" League affiliate of the Red Sox.

To learn of these plans and to sign up for any of the events, go to [MVW Retirees@yahoo.com](http://MVW_Retirees@yahoo.com).

Another Merrimac Valley Works retiree, Eddie Wunderlich, arranges breakfast meetings on a Bi Monthly basis in the Haverhill, MA area that are known as the "Class of '96" breakfasts, to which any Lucent retirees are welcome.

To learn more about these get-togethers contact Eddie at eddiewunderlich@yahoo.com.

Mid-Atlantic Region

Ken Raschke - kraschke@triad.rr.com

Tom Gould - tomgould@verizon.net



We have been authorized by the LRO Board to conduct informational meetings in Greensboro and Baltimore. We have scheduled the Greensboro meeting for May 17th at The Sheraton located at the Four Seasons Mall. We are also looking for an appropriate location in Baltimore. The meetings will cover topics of interest to all of our members concerning issues such as pensions, healthcare, legal initiatives, and legislative actions. The meetings will be about two to three hours, and refreshments will be served. You will be informed of specific times and the Baltimore location as plans are finalized.

Please feel free to invite non-member Lucent retiree friends. We need all of our retirees to join us in our efforts to protect our pensions and healthcare benefits.

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Legislative Affairs



Bob Martina - rfjm9870@aol.com



Legislative/Grassroots Report - 1st Qtr. 2010

Legislation is one prong of our three options in addressing our concerns: direct talks with ALU, Litigation, and Federal Legislation. The LRO is very active and well represented within the NRLN and participated in the formulation of the NRLN's 2010 Legislative Agenda. For a view of the summary and the entire agenda, go to www.nrln.org. Several members of the LRO are on the Board of Directors or on special committees of the NRLN, an organization that has grown significantly in the last year.

Major Legislative Initiatives for 2010 include:

- Pension Asset Protection* - Prevent misuse of pension funds
- Medical Care/Benefit Protection for Retirees
- Maintenance of Cost Protection (MCP) *
- Medicare Catastrophic Coverage and Donut Hole Closure*
- Medicare Buy-in for Retirees 55-64*
- PBGC Rules Reform to better protect pension fund values and pension values*
- Bankruptcy Law Reform to protect retirees. *
- Protection of Retirees in Mergers and Acquisitions, including foreign take-overs.

*Position /White Papers available for discussions with legislators and local staffs. – Others in process. These papers provide the rationale for our position advocating legislation and help us initiate legislative action in congress.

Most of these are carryovers from 2009, but the wheels of progress grind slowly in D.C. You can be assured our NRLN team has been contacting and working with Congress and agencies of the government on these matters. All these initiatives are relevant to Lucent retirees. While some are of immediate concern, others, based on bad experience of other NRLN retiree organizations, are contingencies for Lucent retirees. **(Also read the presidents column)**

NRLN/LRO Grassroots

While the NRLN staff has interfaces with Congress in Washington, and additional contacts are made at annual meetings, the staff is relatively few in number and/or often is not from the state or district of the representative being contacted. It is always best to have people from home deliver the message.

This is an important period for legislation, and 2010 promises to be one of the most active legislative years for retirees. Your increased participation is needed. Don't

leave it to the other guy.

How can you help? More member participation is needed.

First: Be sure to sign up and respond to all NRLN Action Alerts. A review of all Subscribed members indicates less than 20 percent are responding regularly. We need more of you to help push the ball! Doing so just takes less than five minutes. Congress responds to the squeaky wheels from their own districts. If you aren't already subscribed, go www.nrln.org and sign up on the "Take Action" section.

Second: If you are willing to occasionally talk to a staffer or the congressman him/herself at the local office, become a congressional district (CD) leader. This isn't hard at all. The NRLN will provide you the talking points, and executive summaries of the issues discussed above for forwarding to, or better off, dropping them off at the congressional offices. It will also provide you all the contact information and other data you'll find useful.

There are too many CDs open or need help, even in some states where there are many LRO or other NRLN members. Some of the states, where the LRO provides the leadership, are doing great, many need improvement. If you think you are interested or want more information, call or e-mail me, Bob Martina (318-797-5419, rfjm9870@aol.com) or your LRO Regional Director shown under "About The LRO" at <http://www.lucentretirees.com/>.

LRO Benefits Column

Ron Hoth-Pat Smith-Herb-Zydney



- The LRO Benefits Team is committed to help all retirees with the decisions they make about their healthcare that impacts their well-being and financial resources.
- Based on the fewer number of problems and questions brought to our attention, the ALU 2009 November open enrollment for plan year 2010 went much smoother than the previous year. The LRO Benefits Team set up an outside contractor, Medicare Solutions, offering a cost free opportunity to compare your 2010 ALU retiree healthcare plan to other available Medicare Advantage and Supplement Plans. Fewer of you took advantage of this than we anticipated. Depending on what ALU is going to offer for plan year 2011, we'll determine if it's worthwhile to offer this no cost service again to assist you in making healthcare cost and coverage comparisons in the outside market.
- We would like to know your thoughts on your experience with Open Enrollment in 2009 for the current 2010 plan year. Specifically, share your experiences with the Alcatel-Lucent (ALU) USA mailings, any contact you had with the ALU Benefits Center, and with their web sites. Also, advise your experiences with LRO support, including the LRO web site and the Benefits Team Home Page. We would like to

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hear from those of you that did use Medicare Solutions to find out if it proved helpful and what you thought about the quality of their service. Please send your feedback to benefits@lucentretirees.com. We'll summarize the results and post them, anonymously.

- If you are Medicare eligible, and contemplating making a change or selecting a plan other than the ALU coverage, it would be worth your while to contact your State Health Insurance Assistance Program (SHIP) and check out the insurance plan(s) you are considering. The SHIP program is a State program that gets money from the Federal Government to give free local health insurance counseling to people with Medicare. You can find your state's SHIP telephone number by visiting www.medicare.gov or calling 1-800 MEDICARE (1-800-633-4227) and requesting your state's telephone number. This information is also posted on the LRO Benefits web site www.lucentretirees.com.
- If you are turning 65 during this year, be sure to review the Benefits Team Home Page to help you in your decisions as you transit to Medicare.
- As a reminder, should you need any assistance with your healthcare, term life insurance or pension benefits, we encourage you to visit the LRO Benefits web site at www.lucentretirees.com and click on the Benefits Tab.
- We know that there will be changes coming in the ALU offering(s) for Medicare eligible retirees for plan year 2011. The Centers For Medicare & Medicaid Services (CMS) has declared that for 2011 there will have to be networks of providers (doctors and hospitals), so **no more deeming providers** as is presently required with the SecureHorizons PFFS plan! We will provide you with the tools and information you'll need to compare the ALU offered plan(s) with equivalent commercial plans during the next open enrollment period.
- We have included a copy of the "Important Contact Information" with important benefits related email and telephone numbers as a reference. This information is available on the LRO Benefits' web site; however, this may provide a handy reference, especially for those of you who do not have access to computers.
- ALU's Corporate Benefits team, headed by VP John Hickey, continues to be extremely cooperative in helping us to obtain timely answers and solutions to the questions and problems that you bring to our attention.
- Your LRO Benefits Team works on a continuous basis with the NRLN to advocate the protection and enhancement of retiree health care, pension and life insurance benefits in national legislation.
- If you have Benefits experience and would like to work, on a voluntary basis, with the LRO Benefit Team we would like to hear from you. Just email us at benefits@lucentretirees.com with your name and contact information and we'll get in touch with you.

Handy Contact Information

Alcatel-Lucent Benefits Center	1-888-232-4111
Aetna Dental	1-800-220-5479 (DMO) 1-800-220-5470 (PPO)
SecureHorizons MedicareDirect For information on coverage For information about Deemed Providers	1-888-980-8117 1-866-222-3069 (TTY: 1-888-685-8480)
Medco Medicare Prescription Plan - (If you are Medicare-Eligible)	1-800-230-0512 (TTY: 1-800-716-3231) www.medco.com/medd/alu
Medco Prescription Plan - (If you are Non-Medicare-Eligible)	1-800-336-5934 www.medco.com
UnitedHealthcare – Traditional Indemnity	1-800-577-8567
Medicare—For facts about Medicare Parts A, B, C and D	1-800-633-4227 (TTY: 1-877-486-2048) www.medicare.gov
MetLife Life Insurance	1-888-201-4612
The Social Security Administration For updating your personal information (name, address, etc.) on file with Medicare	1-800-772-1213 (TTY: 1-800-325-0778)
Your Benefits Resources Website	http://resources.hewitt.com/alcatel-lucent
Lucent Pension Service Center	1-866-429-5764 (TTY: 1-866-429-5765)
LRO Website	www.lucentretirees.com
LRO Benefits Email Address	benefits@lucentretirees.com

LRO Pension Column

Frank Minter - fcminster@aol.com



LRO members should be watching for the 2009 results reported by Alcatel-Lucent concerning the funding status of our pension plan. This should be received shortly after April 30, 2010. The LRO is planning several Regional meetings beginning in May, at which pension plan status will be one of the subjects presented. We will also plan to provide that information on the LRO website about the same time.

LRO members are participating in the work of a National Retiree legislative network (NRLN) project that is researching and addressing two important pension matters:

1. The first deals with US companies with pension plans that are acquired by foreign companies and any impact that may have on pension plans.
2. The second issue deals with the need to modify or change certain rules of the Pension Benefit Guaranty Corporation (PBGC), the entity that takes over and makes pension payments when a plan is terminated or the company goes bankrupt. Plans call for papers to be written and available by late summer.

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LEGAL AFFAIRS

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Medical Expense Plan Suit

As earlier reported, this class action lawsuit against Lucent Technologies is based on IRS rules that applied to Lucent from 1999-2006 due to its transfer of \$ 888 million in management pension plan surplus to pay for retiree medical benefits. Under the rules, from 1999 to September 2003, Lucent was subject to a "benefit maintenance" provision obligating it to maintain "substantially the same" medical benefits it provided in 1998. From October, 2003 to September 2006, Lucent was subject to a "cost maintenance" provision obligating it to make retiree medical expenditures equal to the average per capita cost in baseline years 1999, 2000 and 2001.

The suit alleged that Lucent did not maintain either "benefits" or "costs", and in June 2008 the Court agreed and held Lucent liable. Each side has now filed estimates of damages suffered by the retirees, and have met to discuss their respective damages calculations. Your LRO will keep you informed of further developments.

Also for the year, our percent of members contributing increased to 51%, which is above the level we experienced in years 2006 and 2007. The percent of members selecting the 5 Year payment option is stable at 11%.

Throughout the year, our membership grew by just 2%, while the number of dues paying members grew 31%. In the regions where we conducted Membership Meetings, those regions grew by 47% (North Central) and 34% (Mountain). There were double-digit increases in every region.

Our expenses were slightly over budget by six-tenths of one percent for the year.

As we look to year 2010, we must focus on attracting new dues paying members.

With approximately 20% of our paying membership already having paid their dues for 2010 and beyond, our dues collections will be greatly reduced and will challenge us to continue to fund the level of expenditures we have experienced in the past two years. We have important issues impacting our members, and we need to be financially prepared to address these issues and execute action plans accordingly.

Treasurers/Annual Report



Dick McCauley - dickmccauley@yahoo.com

Year 2009 was outstanding from a financial perspective. Nearly every measurement and benchmark were positively exceeded. We ended the year with a surplus of \$37,900.

We added 203 new members during the year bringing our total membership count to 11,935. Total dues paying members were 6,039.

We had 670 members who paid dues in 2008, but did not pay in 2009. Conversely, we had 2,255 members who paid in 2009 that did not pay in 2008. Our average contribution per paid member rose from \$29 to \$34 reflecting the increase in members selecting the 5 Year option.

	<u>2008</u>	<u>2009</u>
Total Collections	134,360	205,090
Deferred Collections*	9,835	61,835
Net Dues Income	124,525	143,255
Expenses	135,360	176,016

*5 year paid members

Alcatel-Lucent Update

Alcatel-Lucent Reports 4th Qtr. Profit, But Has Decline In Sales

Alcatel-Lucent reported on Feb. 11, 2010 a small net profit for the fourth quarter of 2009, but posted its third successive full-year net loss. The company made a net profit of euro46 million (\$63 million) in the fourth quarter but revenues fell 19.9 percent in the quarter to euro3.97 billion. For the full year of 2009, Alcatel-Lucent reported a loss of euro524 million, on revenue of euro15.2 billion.

Alcatel-Lucent's fourth quarter profit was the result of one-off gains on a change in how it accounts for a post-retirement benefit plan, as well as a euro99 million capital gain on the sale of one of its non-core businesses.

The drop in revenue during the quarter was at the low-end of company forecasts, which Alcatel-Lucent blamed on a double-digit drop in sales of older technologies.

Alcatel-Lucent said the economic environment "appears to be stabilizing" and that it expects its markets to recover in 2010. But the company lowered its view on how quickly its ongoing three-year turnaround plan can improve profitability. It forecast an adjusted operating margin this year of between 1 and 5 percent, compared to its previous target of 5 percent.

The company has been slashing costs and cutting its work force as part of a three-year turnaround plan. Chief Executive Ben Verwaayen said the company would post a profit in the second half of 2010 and record its first full-year net profit in 2011.

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WANT TO HELP MAKE A DIFFERENCE?

THE POST OF LRO SOUTHWESTERN REGIONAL DIRECTOR IS OPEN!

Bob Allen, currently LRO Southwest Regional Director, has indicated his need to retire. The Southwest territory encompasses the states of Arkansas, Kansas, Louisiana, Missouri, Oklahoma, and Texas. LRO members who are resident in those states are eligible to succeed Bob Allen.

MAJOR REGIONAL DIRECTOR RESPONSIBILITIES ARE TO:

- Interface across the Southwestern territory with LRO members as well as with all Lucent retirees.
- Represent retiree opinions/recommendations as to actions for consideration by the LRO Board.
- Participate in the LRO's monthly Board conference calls and attend its semi-annual Board planning meetings.
- Recruit new LRO members within your territory.

To volunteer your time, knowledge and talents, please send an email to Bob Janish at rajanish1@verizon.net, or via U.S. Mail to Bob c/o LRO Inc, P.O. Box 1535, Cranford, New Jersey 07016.

A brief description of your background and how you can help the LRO in representing retiree interests will be of great help in the selection process. Please include appropriate contact information in your correspondence.

HISTORY CORNER

THE HAWTHORNE WORKS

DID YOU KNOW?

IN 1902, WESTERN ELECTRIC PURCHASED 113 ACRES OF PRAIRIE LAND WEST OF CHICAGO IN AN AREA KNOWN AS "HAWTHORNE" (NOW CIGERO) TO CONSOLIDATE MANUFACTURING.



THE HAWTHORNE CABLE SHOP OPENED IN 1905. BY 1917, HAWTHORNE WORKS EMPLOYMENT REACHED 25,000. THE EARLY WORK FORCE WAS COMPRISED LARGELY OF IMMIGRANTS AND 1ST GENERATION AMERICANS OF POLISH OR CZECH DESCENT, WHO PRODUCED TELEPHONES, CABLE AND EVERY MAJOR TELEPHONE SWITCHING SYSTEM IN THE COUNTRY.

IN 1900, 676,733 BELL TELEPHONE STATIONS WERE OWNED AND CONNECTED IN THE COUNTRY. BY 1910, APPROXIMATELY THREE YEARS AFTER THE WORKS OPENED, HAWTHORNE EMPLOYEES PRODUCED 5.1 MILLION TELEPHONES AND BY 1920, 11.8 MILLION BELL TELEPHONES. OVER 14,000 DIFFERENT TYPES OF APPARATUS WERE MANUFACTURED AT HAWTHORNE TO PROVIDE THE INFRASTRUCTURE FOR THIS EXPONENTIAL GROWTH.

THE WORKS, WITH SOME 100 BUILDINGS, BECAME A SELF-SUFFICIENT CITY WITH A PRIVATE RAILROAD, A HOSPITAL, FIRE BRIGADE, LAUNDRY, GREENHOUSE, A BRASS BAND, RUNNING TRACK, TENNIS COURTS, GYMNASIUM, AN ANNUAL BEAUTY CONTEST, AND A STAFF OF TRAINED NURSES WHO MADE HOUSE CALLS. HAWTHORNE

WAS THE CRADLE OF INDUSTRIAL PSYCHOLOGY WITH A SERIES OF EXPERIMENTS (THE HAWTHORNE STUDIES) THAT BEGAN IN 1924. THE WORKS BECAME A MAJOR PRODUCER OF THE VACUUM TUBE THAT USHERED IN THE ELECTRONIC AGE, AND DURING THE WAR YEARS, WESTERN ELECTRIC PRODUCED 30% OF ALL THE ELECTRONIC GEAR FOR WAR.

HAWTHORNE EMPLOYMENT PEAKED IN THE MID 1950'S AT NEARLY 45,000. BY 1970, EMPLOYMENT STILL APPROACHED 25,000, BUT TECHNOLOGY CHANGES FORETOLD OF STEADY DECLINE THROUGH THE MID TO LATE '70'S. THE COMPANY ANNOUNCED CLOSING IN 1983, AND THE PROPERTY WAS SOLD TO A DEVELOPER. A SHOPPING CENTER NOW STANDS AT THE FORMER SITE.

THE FOLLOWING QUOTE AND MUCH OF THIS INFORMATION IS FROM THE HAWTHORNE WORKS MUSEUM GALLERY AT MORTON COLLEGE:

"THE MEN AND WOMEN OF HAWTHORNE WORKS WERE THE MEN AND WOMEN OF AMERICA REPRESENTING ALL CULTURES, DEMONSTRATING THE URGE TO LEARN, GROW AND PROSPER. HAWTHORNE'S GIANT BUILDINGS AND EQUIPMENT WERE JUST CONCRETE, BRICK AND METAL. HAWTHORNE'S HEART WAS ITS PEOPLE."

THE HAWTHORNE WORKS - THE HEART OF WESTERN ELECTRIC MANUFACTURING.

FOR MORE INFORMATION AND PICTURES VISIT THE MORTON COLLEGE MUSEUM AT WWW.MORTON.EDU/MUSEUM/.

Lucent Retiree Organization Contacts www.lucentretirees.com

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	Ed Beltram,	Communications	420 Fairfield Lane, Woodland Park, Colorado 80863	edbeltram@msn.com	719-687-6157

REGIONS: New England: MA ME NH RI VT; **Northeast:** CT DE NJ NY PA; **Mid-Atlantic:** DC MD NC SC VA WVA; **Southeast:** AL FL GA KY MS TN; **Southwest:** AR KS LA MO OK TX; **North-Central:** IL IN MI OH WI; **Mountain:** AZ CO IA MN ND NE NM SD UT WY; **West-Coast:** CA HI NV; **Northwest:** AK ID MT OR WA

Join The LRO

LRO dues are **\$25** for Annual membership or **\$350** for Lifetime membership. Additionally, you have the option of prepaying \$100 for a five year membership and saving \$25. Please take time today to write your check to the LRO and mail it to: **LRO Inc., P. O. Box 412, Chatham, NJ 07928** If you prefer to pay by credit card, visit the LRO Website at www.lucentretirees.com. **Please send a check, not cash.**

PLEASE COMPLETE THE ENTIRE MEMBERSHIP FORM AND ATTACH WITH YOUR CHECK

The LRO is a not-for-profit, tax-exempt organization. Dues and/or Contributions are not tax deductible.

LRO Membership Information

Renew My LRO Membership

Register Me As A New LRO Member

\$25 Annual Membership

\$100 Five year prepaid Membership

\$350 Lifetime Membership

Name: _____ Email address: _____

Mailing Address: _____ City: _____

State: _____ Zip Code: _____ Phone: _____

The LRO Website allows dues-paying members to access the contact information of other members.

*If you **DO NOT** want your information accessed, check here*

Check one: Retiree with Pension Vested for Pension Surviving Spouse

Check one: Management Non-Management

Retirement Date _____ Company At Retirement _____ Years of Service _____

How did you learn about LRO? from a friend/former co-worker; from the LRO web site; from News Articles; from Pioneers/Retiree Clubs; from Credit Union Publication Ad; Other (please specify) _____

Would you like to be contacted about joining one of the LRO committees such as Membership, Benefits, Regional, Pension, Legislative or Legal? Please specify: _____